



April 12, 2019

Probationary Officer Lina Mino
Identification Number 4594
505 W. Felix Street
Fort Worth, Texas 76115

Probationary Officer Mino:

Commission Date: 04/13/2018
Probation period: 04/13/2018 – 04/13/19

Pursuant to the Meet and Confer Agreement, Article 11, Section 11. (a), "[A]ll new hire, LEO's, and reappointed officers will serve a probationary period beginning on the date of hire as a police officer or recruit/trainee, and ending one year following being commissioned (or recommissioned) as a Fort Worth police officer." A probationary employee who is terminated does not have civil service appeal rights.

In accordance with the Meet and Confer Agreement, I hereby terminate your employment with the City of Fort Worth Police Department, effective April 12, 2019, at 1700 hours.

Respectfully submitted,

Joel F. Fitzgerald, Sr., Ph.D.
Chief of Police

Date

cc. David Cook, City Manager
Brian Dickerson, Civil Service Director
Gerald Pruitt, Deputy City Attorney

POLICE DEPARTMENT

CITY OF FORT WORTH * BOB BOLEN COMPLEX * 505 WEST FELIX STREET * FORT WORTH, TEXAS 76115
817-392-4200 * FAX 817-392-4216



Summary of Sustained Charge(s):

306.06 USE OF DEADLY FORCE:

B. Regardless of the nature of the crime or the justification for the use of deadly force, officers must at all times remember their basic responsibility is to protect the public. Therefore, except to preserve life or to prevent serious bodily injury, officers shall not fire their weapon under circumstances that would subject other officers, bystanders, or hostages to death or possible injury. Firing a weapon under such conditions is not justified unless the failure to do so at the time would create a substantially greater and immediate threat of death or serious bodily injury.

703.00 PROFESSIONAL CONDUCT:

B. Neglect of duty on the part of any employee is cause for disciplinary action. The offender shall be disciplined according to the severity of the violation, the commensurate responsibility or accountability of their rank or position, the results brought about by the action or inaction, and the effect it has upon the discipline, good order, and best interest of the department. Neglect of duty includes, but is not limited to, the following:

2. Failure to observe and give effect to the federal, state, and local statutes and the policies and procedures of the department.
6. Using excessive force, toward any person.

306.05 FORCE OPTIONS

It is important to note that actions by an officer shall be predicated by the actions of the subject. Under no circumstances will the force used by an officer be greater than necessary to make an arrest or a detention or to protect oneself or another, nor will the force be used longer than necessary to subdue the suspect, and deadly force shall not be used except as specifically provided in this directive. The Department's training materials on use of force are hereby incorporated as if fully set forth herein.

C. Use of Force Restrictions: These restrictions, like all written policies, may not cover every situation. Any deviations shall be examined rigorously on a case-by-case basis.

2. Officers shall not fire a weapon as a warning in order to compel arrest, or to prevent the escape of a suspect or prisoner.
4. Officers shall not fire a weapon into a moving vehicle or at its occupant(s) unless the occupant(s) are using deadly force against the officer or another person present, by means other than the vehicle.

Joel F. Fitzgerald, Sr., Ph.D.
Chief of Police

Date: 4/12/2019

POLICE DEPARTMENT INTERNAL AFFAIRS



April 12, 2019

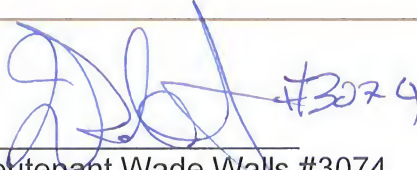
Probationary Officer Lina Mino
Identification Number 4594
505 W. Felix Street
Fort Worth, Texas 76115

Officer Mino,

Effective April 12, 2019 at 1700 hours, you are terminated from the Fort Worth Police Department.

You must report to the Fort Worth Police Training Academy within 5 working days and during the hours of 8:00 A.M. and 4:00 P.M. to return your Department issued equipment. Academy personnel will complete "out processing" paperwork which will be forwarded to the Human Resources Department. **Failure to comply with this directive could result in delay of your final paycheck and, or criminal theft charges.** It is strongly recommended that you call Sergeant J. Chalifoux (817) 392-4758 to schedule an appointment time prior to going to the academy.

This separation may affect some or all of your accrued benefits, particularly your medical insurance coverage. You are advised to immediately contact the Human Resources Department (817) 392-7782 for a determination as to whether said benefits will be affected due to this separation. You should request the information in writing from the Human Resources Department, located on the lower level of the City Administration Building at 200 Texas Street.



Lieutenant Wade Walls #3074
Internal Affairs Section

POLICE DEPARTMENT

CITY OF FORT WORTH * BOB BOLEN COMPLEX * 505 WEST FELIX STREET * FORT WORTH, TEXAS 76115
817-392-4200 * FAX 817-392-4216



Officer Lina Mino
North Command / Northwest Division
IA2019-029

RECEIPT

This is to acknowledge receipt of the following letters delivered to Officer Lina Mino ID #4594:

- 1) Original Out-Processing Letter (TCLOE/Benefits)
- 2) Original Letter Explaining Termination
- 3) True Copy of F-5 TCOLE form
- 4) Digital copy of all case materials



Recipient

Delivered by: Chris W. Paricks, Sgt.

Date: 4/12/19

Time: 4:50 pm hours

RETURN ORIGINAL RECEIPT TO INTERNAL AFFAIRS

POLICE DEPARTMENT

CITY OF FORT WORTH * BOB BOLEN COMPLEX * 505 WEST FELIX STREET * FORT WORTH, TEXAS 76115
817-392-4200 * FAX 817-392-4216



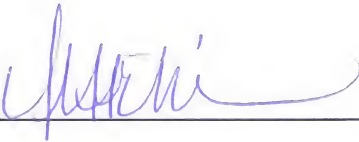
Officer Lina Mino
North Command / Northwest Division
IA2019-029

To: Fiscal & Employment Management

This is to certify that on 4/12, 2019, at 4:47 pm hours,
a True Copy of the following papers:

- 1) Out-Processing Letter (TCLOE/Benefits)
- 2) Letter Explaining Termination
- 3) True Copy of F-5 TCOLE form

Were placed in the personnel file of Officer Lina Mino #4594.

by .

PLEASE RETURN ORIGINAL TO INTERNAL AFFAIRS

POLICE DEPARTMENT INTERNAL AFFAIRS

THE CITY OF FORT WORTH ★ BOB BOLEN PUBLIC SAFETY COMPLEX ★ 505 W. FELIX ST ★ FORT WORTH, TX 76115
(817) 392-4270 ★ FAX (817) 392-4282